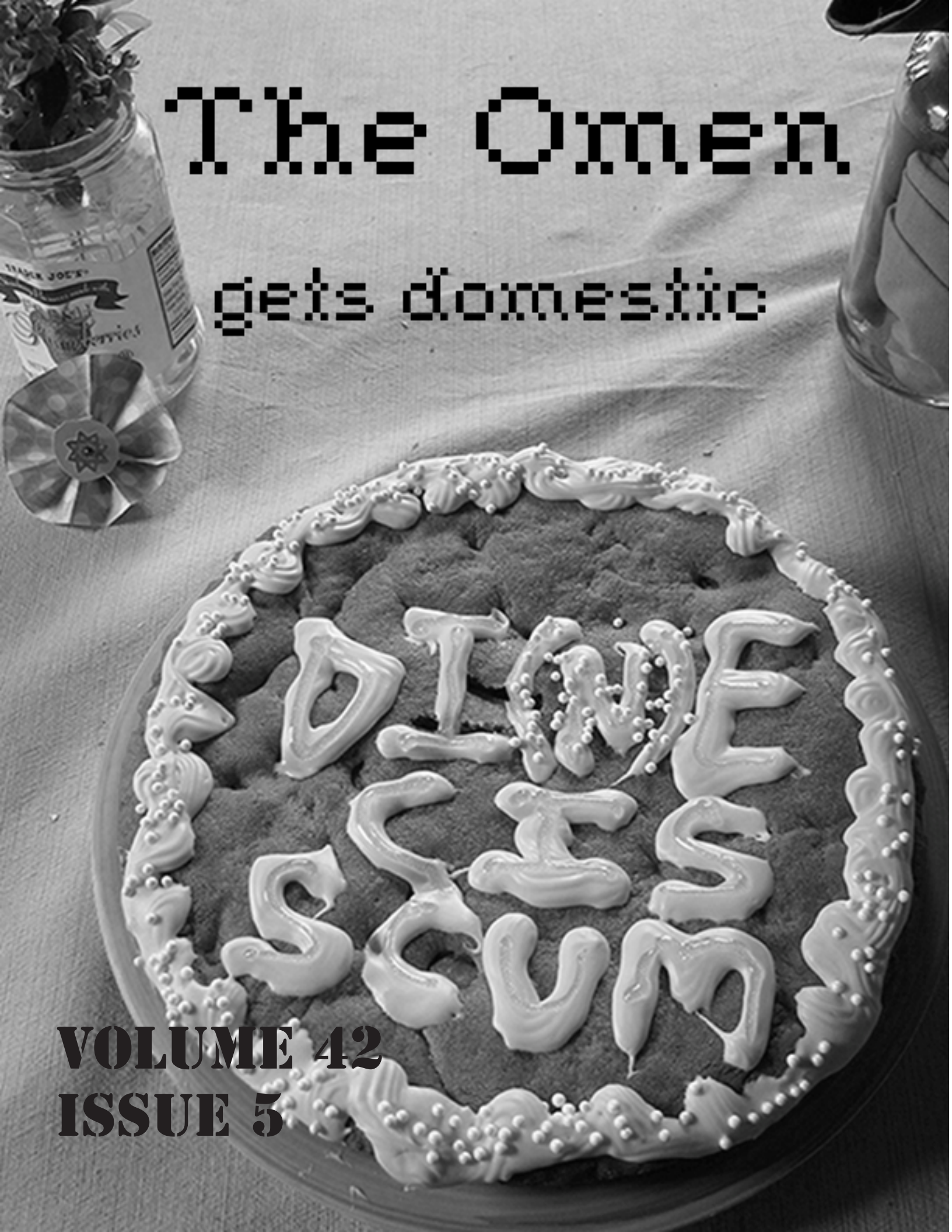


# The Omen

gets domestic

**VOLUME 42**  
**ISSUE 5**



# Muppets:

Grace Willey - rully

Jonathan Gardner - it's not easy being green

Isaiah Mann - I'll gofer coffee, I'll gofer sandwiches

Jesse Ide - waka waka waka

B Corfman - music, maestro!

Devin Morse - heckle heckle

F. Stewart-Taylor - heckle heckle heckle

Submissions are due always, constantly, so submit forever. You can submit in rich text or plain text format by CD, Flash Drive, singing telegram, carrier pigeon, paper airplane, Fed-Ex, Pony Express, or email. Get your submissions to [omen@hampshire.edu](mailto:omen@hampshire.edu) or Jonathan Gardner, Box 1203.

## Policy

The Omen is a biweekly publication that is the world's only example of the consistent application of a straightforward policy: we publish all signed submissions from members of the Hampshire community that are not libelous. Send us your impassioned yet poorly-thought-out rants, self-insertion fan fiction, MS Paint comics, and whiny emo poetry: we'll publish it all, and we're happy to do it. The Omen is about giving you a voice, no matter how little you deserve it. Since its founding in December of 1992 by Stephanie Cole, the Omen has hardly ever missed an issue, making it Hampshire's longest-running publication.

Your Omen submission (you're submitting right now, right?) might not be edited, and we can't promise any spellchecking either, so any horrendous mistakes are your fault, not ours. We do promise not to insert comical spelling mistakes in submissions to make you look foolish. Your submission must include your real name: an open forum comes with a responsibility to take ownership of your views. (Note: Views expressed in the Omen do not necessarily reflect the views of the Omen editor, the Omen staff, or anyone, anywhere, living or dead.)

The Omen staff consists of whoever shows up for Omen layout, which usually takes place on alternate Thursday nights in the basement of Merrill on a computer with an extremely inadequate monitor. You should come. We don't bite. You can find the Omen on other Thursdays in Saga, the post office, or on the door of your mod.



Front and back covers submitted by F. Stewart-Taylor



# EDITORIAL

## Jonathan Gardner

Y'know, this was originally going to be a change of pace in terms of editorials. We had a real, legitimate controversy on our hands, and I was going to put the silly jokes aside for an issue to give Serious Opinions about orientation leaders no longer being compensated for their work with stipends. But no, shortly after I'd decided on writing an impassioned rant about being appreciated and our work being important and etc. etc., I found out that not only was the change in compensation the result of an IRS policy, not the administration screwing us over, but we're also going to be paid after all! THIS IS AN OUTRAGE. I expect that the next time the administration fails to communicate policy changes that screw students over in a timely manner, they'll be considerate and ACTUALLY STICK TO THEM so that I can properly remain angry at them. This is your ONE AND ONLY warning, JFK-Lash. I won't be so nice next time. (Speaking of which, you still owe my predecessor a pizza. Better get on that.)

In any case, I'm at a loss with regard to what else to talk about in this column which I am VERY DEFINITELY SURE THAT ABSOLUTELY EVERYONE READS BECAUSE WHY WOULDN'T YOU WANT TO READ MY INANE AND MOSTLY UNFUNNY BULLSHIT. I guess I can make some plugs for upcoming Omen things? Maybe? Sure, why not.

First of all: this coming Thursday, April 24th, is our last layout meeting of the semester. Please don't cry. I know the prospect of an Omen-less summer sounds unbearable, but it

is a burden that we all must struggle through together. And to make the parting a little sweeter, we'll bring this year to a close with a bang. You see, there comes a point in every Omen Kid's life when he must become an Omen Man. Yes, that's right: the last layout of the year will be the long-awaited Omen Mitzvah. (groan.) You are all cordially invited to join us in this ambiguously sacriligious ceremony of Omen adulthood that we've been joking about since goddamn 2012 OKAY FIONA ARE YOU HAPPY NOW

After that, we might have one last archive meeting to wrap up the semester and see what we need to do next year. We've made a lot of headway on organizing our archive, but the next phase in the process will be getting an online archive finally up and running again. That means that sometime in the next school year, you'll be able to view all of our old issues in PDF form, so if you've ever wondered what random crap people were submitting back in 2000, you'll be able to find out. (Spoilers: it's stories about making molds of dicks in Lemelson. All of them. Every single submission.) We'll have more details for you next semester.

-Jonathan Gardner, editor

# SECTION SPEAK

I am opposed to the increase in the cost of room at Hampshire College. However, I am more concerned about how the decision to raise tuition was made and who had the privilege to make it. As a college that prides itself of issues of social justice, I am upset that there was not a transparent and participatory process in order to deal with rising costs of education. As a member of this community, I understand that resources are tight. However, tight budgets are never a reason to make decisions in an anti-democratic way. I want to be proud of the school I go to. I am not proud to attend Hampshire College, when the phrase "approved by the College's Board of Trustees" signals a decision that, and my fellow students, have no power to engage with or challenge.

I believe that Greenwich housing is substandard housing, and accordingly, it should be cheaper. What housing with mold problems has a rent of \$900?

– Emily Joyce Nussbaum, member of Hampshire Anarchist Network, Students for Justice in Palestine, and Valley to Hampshire which are all participants in the GENERAL ASSEMBLY

Subject: Room increase  
Date: 2014-03-29 15:39  
From: Ian Sloan <iws12@hampshire.edu>  
To: Jonathan Lash <jlPR@hampshire.edu>

I am opposed to the increase in the cost of room at Hampshire College. I will only be satisfied if Greenwich isn't affected by the rise in price. I believe that Greenwich housing is substandard housing, and accordingly, it should be cheaper. What housing with mold problems has a rent of \$900?

P.S. It's bad timing to announce the rise in the cost of room when there is currently no hot water in the mods.

Armadelvis by Jesse Ide





## Student Government Facts\*:

Xavier A. Torres de Janon

- There has yet to be a ballot regarding the smoking sanctions that were discussed in that one Town Meeting like two months ago
- There should not be a question regarding FundCom stipends
  - COCA (the committee that used to plan Spring Jam/Hampshire Halloween and do event funding) and FiCom (the committee that used to fund student groups, plan Signer Seminar and deal with signers) Officers used to receive stipends. The two groups got merged into FundCom, and their Officers were decided not to be given stipends. Hm
  - If FundCom fails, everything fails, and I will blame the ballot-makers
- Accountability Board (formerly Committee of 10) has factually lost all of its power and purview. Yay, no accountability!
- The "Document Committee", Doc Com, (in charge of writing the HSU documents, finally, although I won't be surprised if they fail) has yet to reach out to the 'community' (or, if it has, it obviously did not do a good job as I did not see anything), and, to my knowledge, has not been transparent about what they have been doing in their meetings. Huzza, shared governance!
- Who knows what Coordinating Board has been doing. Its Hampedia lacks any minutes or really any information
- Those \$13,000 that went to Keeling & Associates (half for Dean of Students Office, half from the SAF)? Uh, yeah, I wonder where those monies are
- Elections will soon take place to fill governance positions. \*You\* should run
- Anarchy is better than this HSU fiasco

\*As is well known, all facts are subjective. Hooray for post-modernist thought!

To the Hampshire College Administration, particularly those responsible for the hiring of new faculty:

I am writing to express my grave disappointment with the College's decision not to offer Keri DeJong a permanent position at Hampshire. Keri is currently facilitating CSI-252 - Exploring Youth Oppression: Age as a Social Justice Issue in Schools and Communities. In this course, we are investigating the cultural, political, economic, and structural forces which contribute to the oppression of young people as a class, as well as the deeply personal and psychic manifestations of this oppression in our own lives.

In the short time I have known Keri, I have learned much from her, and for the first time in my life I feel that I can begin to articulate certain intimate truths about myself; and the hurts that I and others like me have faced at the hands of those labeled "adults." Exploring Youth Oppression is the only class I have ever taken in college (or indeed throughout my education) where I can say that I felt a real, meaningful connection to my classmates. I do not feel condescended to in this course, yet I am challenged in a way that is both academic and emotional. Keri treats my classmates and me as peers and as competent, thoughtful human beings despite the fact that she is older than us. While I greatly admire and respect other members of the Hampshire faculty, Keri is the only individual among them who I do not fear or feel small around on some level.

While I love many things about Hampshire, I am also consistently disappointed with the College, and this is one of those latter times. I am continually amazed and yet unsurprised at how backwards the administration's priorities seem to be. I chose to come to Hampshire because I believed the College was dedicated in a meaningful way to being a truly anti-oppressive institution, but I have quickly discovered that is

not the case. Between the money we waste on “social entrepreneurship” and “sustainability,” and the College’s more egregious violations of its responsibility to care for the entire Hampshire community (such as the failure to maintain identity-based housing and the constant incompetence when it comes to supporting survivors of sexual assault), the decision not to retain Keri may seem like small potatoes. (Even if said potatoes are grown locally and organically on Hampshire’s 400-acre working farm). Nonetheless, it is a decision well out of line with Hampshire’s (professed) values. If the College really wishes to encourage visionary, innovative thinking, and to be “a gym for the mind,” as our ‘fearless leader’ Jonathan Lash likes to claim, then it must abandon its insipid plan to become the next Amherst College (through the ridiculous notion of “social entrepreneurship”), and instead return to its roots in radical, experimental, liberatory education.

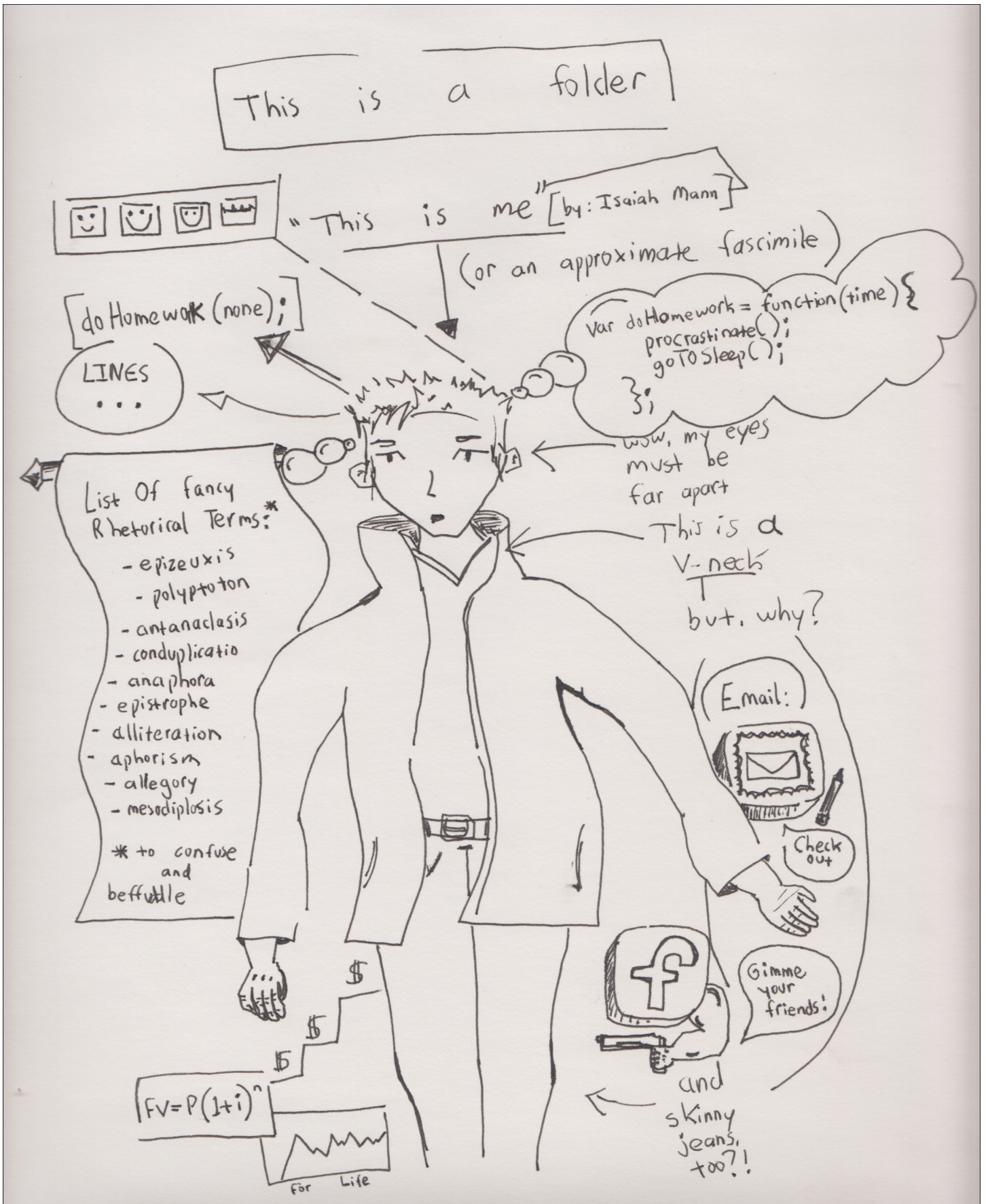
In truth, I have no particular knowledge of the rationale behind this crass oversight by the administration, although I would hazard a guess that it would be explained away as a “budget” issue. I’m sorry, but when I hear the word “budget,” I immediately think of the many other ways this college chooses to waste its limited funds, and thus how this can only be an excuse for a refusal to challenge the existing social order. As stingy and vindictive as Hampshire is when it comes to providing substantive financial aid to ensure access for marginalized students, one would think the College could find the money somewhere. Unfortunately, our corporate sponsors seem to only be interested in ponying up funds when they can have a hand in how they are spent, namely in fostering the next generation of the ruling class (“social entrepreneurship” strikes again!). The “charade of empowerment” (as Keri taught us to say) that is the HSU and the student government is a testament to how little power the students

actually have at this college, and further how little the administration actually cares about what we feel and think.

In closing, I urge the Hampshire College administration rethink its shortsighted and foolhardy choice not to hire Keri DeJong as a permanent faculty member. Once again, the College has chosen to side with the dominant social order and its big money backers. I often talk about how much I love this school, but it is usually in spite of the behavior of the College’s administration. If it is not possible to hire Keri long-term, then at least let this shameful incident serve as a moment of reflection on the gap between what Hampshire College claims to be and what we actually are as an institution. Awaiting another failure to meaningfully respond to student input,

Quin Rich







# SECTION: LIES







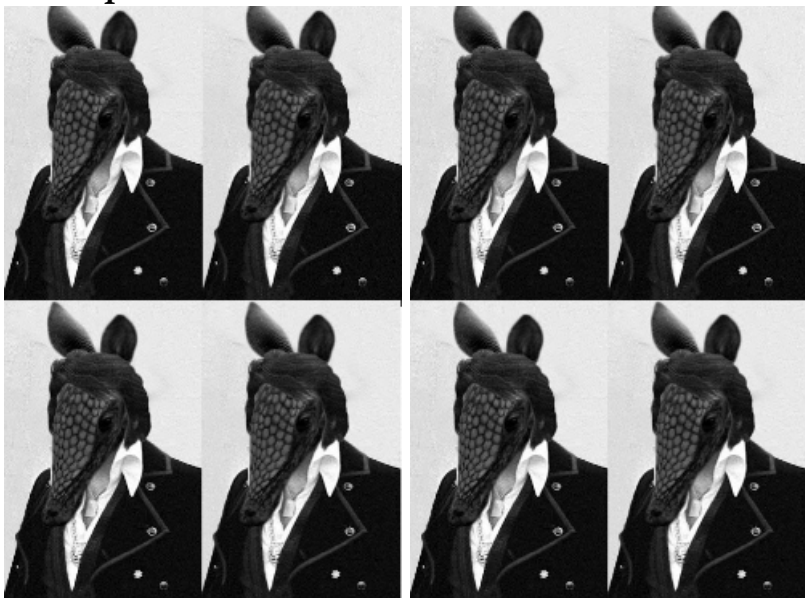






Devin  
Morse

LV. 10000 ELVIDILLO <b>Player</b> <b>Name</b> _____  <b>Character</b> <b>Name</b> _____	<b><u>Hit Points</u></b>  _____ <i>out of 20</i>
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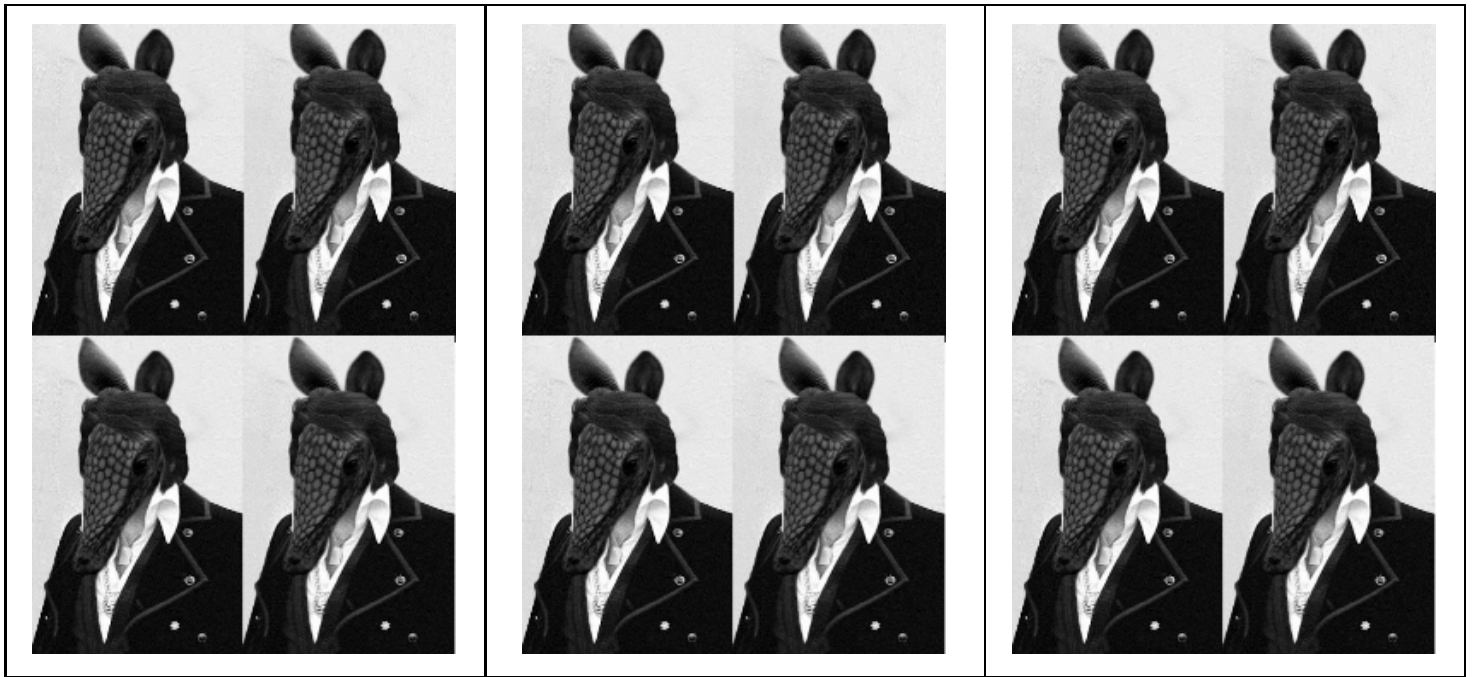
<b><u>STR</u></b> <sub>ength</sub> <i>How strong you are</i>	<b><u>+0</u></b>	<b><u>Description</u></b> 
<b><u>DEX</u></b> <sub>terity</sub> <i>How quick you are</i>	<b><u>+0</u></b>	
<b><u>CON</u></b> <sub>stitution</sub> <i>How tough you are</i>	<b><u>+0</u></b>	
<b><u>INT</u></b> <sub>elligence</sub> <i>How smart you are</i>	<b><u>+0</u></b>	
<b><u>WIS</u></b> <sub>dom</sub> <i>How wise you are</i>	<b><u>+0</u></b>	
<b><u>CHA</u></b> <sub>isma</sub> <i>How persuasive you are</i>	<b><u>+7</u></b>	

<b><u>Saves</u></b> <i>These are for when you're in trouble</i>		<b><u>On your turn</u></b> Take one action.	<b><u>Traits</u></b> <i>These are things you're particularly good at</i>	
<b>Fort</b> <sub>itude</sub> <i>Physical resistance</i>	+0	<b><u>Note that</u></b> One of your <i>saves</i> has a star next to it. This save is your <b><u>Basic Defense</u></b> . If you are told to <i>roll defense</i> , roll that one!  <b><u>Initiative</u></b> <b>+2</b> <i>How good you are at getting first turn.</i>	<b>Elvis</b> <i>You are good at being Elvis.</i>	+2
<b>Ref</b> <sub>lexes</sub> <i>Evasive defense</i>	+0		<b>Armadillo</b> <i>You are also good at being an armadillo.</i>	+3
<b>*Will</b> <sub>power</sub> <i>Mind defense</i>	+8			

<b>ELVIDILLATTACK</b> ELVIDILLO	<b>+1</b> <i>To hit</i>	1d100 <i>Deals Elvidillo damage</i>
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**Abilities** - use *one per turn*, use *on your turn*.

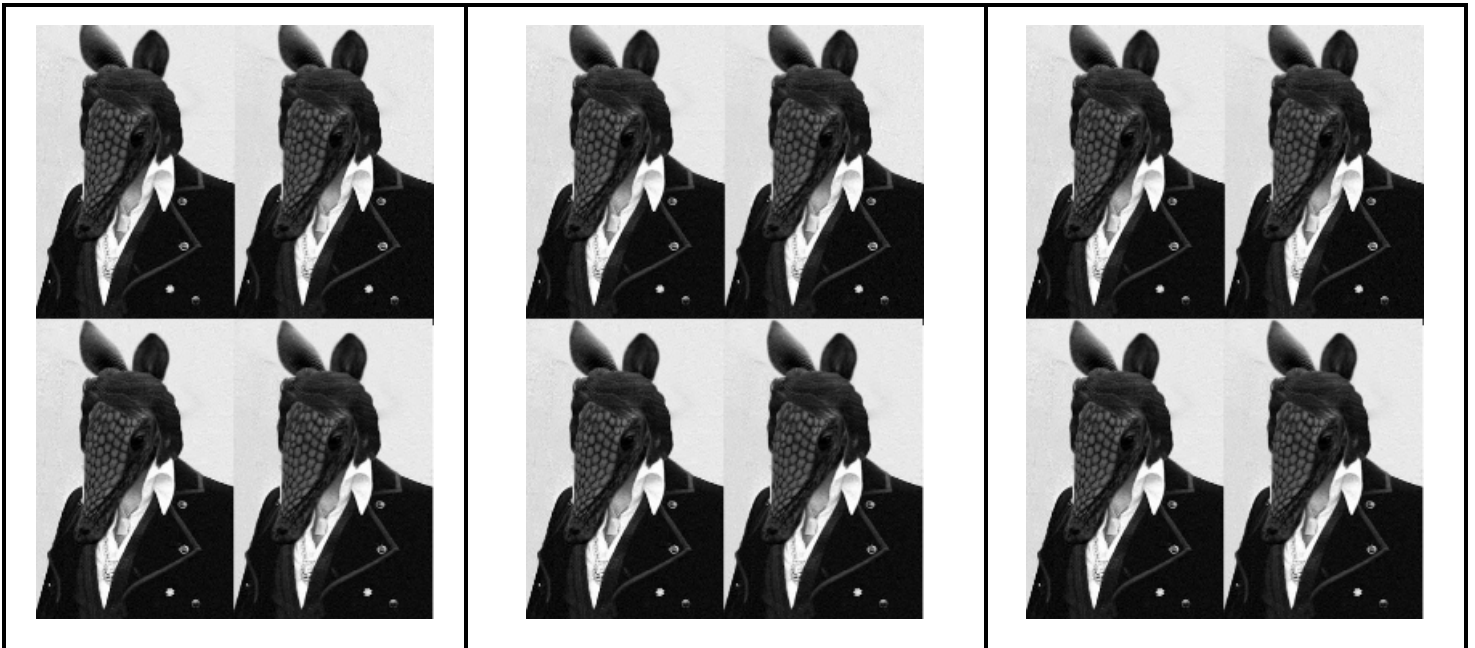




Notes, Drawings, Obituary

*-Jonathan Gardner*

*IF YOUR CHARACTER DIES, FOLD HERE, CREASE AND TEAR OFF THE ITEMS BELOW*



*OTHER CHARACTERS CAN LOOT THESE*



# White Pine

Felix Lufkin



White pine, *Pinus strobus*, is a tall evergreen tree native to the American north-east. It is easy to identify with its dark black / brown, deeply and widely furrowed bark, its straight trunk and upright aiming branches. White pine, like many other pines in the area, offers a number of different edible and medicinal uses. Since it is accessible year round, it's a great friend of ours in the winter – when wild foods are more difficult to come by.

White pine is a fast growing tree if given the opportunity. It often germinates and grows in large, uniform stands after fires clear patches in a forest. Most pines in the north east have been cut since European contact, though some old growth beings remain – while not as tall, they are the east coast's version of redwoods, along with American chestnut – growing to at least 150 feet in height and 6 in diameter.

How to ID white pine:



Bark: White pine bark is dark black with a sort of frosted gray hue. It has wide ridges and deepish groves. It's not scaly, or shaggy. The bark of the younger branches is quite smooth, with a greenish black color.

Cones:



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White pine's female cones are the familiar pine cones of the north-east, roughly the size and shape of medium cucumbers, and dark brown. The male cones are small, like small pickled gherkins – smaller than a baby carrot, and more dense. They are both less scaly than spruce cones, and much bigger than hemlock cones, which are just the size of grapes.

Needles: White pine needles are in clusters of 5 and are about as long as a playing card. Just think of the five letters in W-H-I-T-E. Red pine needles, in contrast, are in bunches of 2, thicker, and as long as hot dog. Pitch pine needles are in bunches of three and can protrude from the trunk itself.

Appearance: White pine has a distinctive, stately appearance, especially when viewed at a distance. It's branches aim out and slightly upward, like a person with spread arms, lifted up and soaking in the sun. It's easy to ID them on a ridge even miles away. Its branches are 'whorled' on the stem, meaning, many of them radiate out from a single part of the branch they sprout from – different than alternate oak branches, or opposite – aligned maple branches, for example. Whorled branches are somewhat uncommon.

Food / Medicine uses:

Edible needles: The needles are tasty, aromatic and sour. While a bit chewy, there's no harm in nibbling them right off the tree for vitamins and some roughage. The lime-green new needles each spring are very tender, sour, and refreshing. Enjoy them! Otherwise, take a few handfuls of needles per quart of tea. You can boil water, pour over the needles and cover, or, to make a richer, more resinous and carb-rich tea, you can bring the needles and some thin twigs to a boil for a few minutes then let steep in the pot, also covered. They're loaded with vitamin C and other minerals (4 or more times more than OJ – and what are we doing drinking orange juice in New England?!). They also make an excellent fortified vinegar.

Inner bark: The inner bark, peeled like a pale, fibrous wonton wrapper off the outer (smooth

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and darker) bark, is a great survival food. It is rich in carbs. It will sustain you when other food sources are unavailable, though causes harm to the tree – so just use wind falls or pruned branches only if you need to. You'll have to stew it to make it tender, but it's worth the experience.

Sap: The sap can be chewed as a refreshing and flavorful gum that freshens the breath. Find a scab on a trunk that is very dry and firm to the touch. If it's the slightest bit sticky or mushy, it will get stuck all over your mouth. If that happens, just chew a little butter to break it down.

Cones: The small male cones and immature female cones can be steamed or boiled as a vegetable when green and pliable. They are resinous, but the female cones do have tiny pine nuts in them.

Medicinal uses: The pollen can be gathered and tintured for 'upright chi', for vigor and vim. The soft sap can be used as an antibiotic on wounds and to 'stitch' together a ragged wound. The needles are great for winter immune boosting, and can be steamed and inhaled for upper respiratory infections.



Practical uses: The pitch can be boiled with fat or beeswax into superglue and is an excellent fire starter. The wood, of course, is used for lumber and to keep us warm. The soft, younger bark can be skinned from branches and folded into baskets or containers which harden, and can be sewn together with flexible pine roots, sealed with pitch, and will be water tight. You can even boil water in them!

Permaculture: Korean nut pine can be grafted

onto white pine for a fast growing, canopy evergreen nut tree. The normal pine nuts we eat, from pinon or Chinese nut pines, don't grow at altitudes below 6000', so this is an interesting new option for forest gardens.

## I Am Surprised

Rachel Keeney

I am surprised that we are just as readily married as we are disemboweled.

I am surprised that we can stitch things and sell things and trade them for cloth-like paper just as easily as each one of us could pile and burn it all.

I am confused at the severity of virginity and how it is instantaneously removed but yet it is not; by its very definition its existence is flaccid. I refrain

from our ant-like properties blurred by abilities like metafiction

from wonder of how plastic we are; so rigidly fixed in our identities but breezily removed from our determinedly eternal patterns; an exhale can remove us from the lives of our lovers who will move on

they will move on.

from contemplation of how our bodies should not be called so

rather they are arenas for the purpose of exchange;

they are free motels and prisons for more foreign cells than our own

the collective mind of a hive, all bodies separate to function as one,

is disturbing yet our busy swarm of atoms is so much the same.

I know this yet I cannot see this; I cannot feel this.

I bear not to think of the prefrontal cortex but I am;

in debating the choice of thought, I am.

To seven wives Henry the Eighth was wedded

A disproportionate number found themselves  
beheaded

Of Parr, Aragon, Boleyn and Seymour

We needn't write anymore

But each historian's a coward

who leaves out the wife betwixt Cleves and  
Howard

divorced, beheaded, died,

divorced, freak speed boat accident, beheaded,  
survived

-F. Stewart-Taylor

## Spirspiracy Theories

Grace Willey

Taken from: <http://www.metahistory.org/GAIA%20SOPHIA/FallenGoddess.php>

1. A singularity, the potential for a unique divine experiment, emerges in the galactic center (Pleroma)2. Two divinities (Aeons) in the galactic core, Sophia and Christos, configure the singularity into the Anthropos, i.e., they encode template of the human species 3. The divinities of the cosmic center collectively project the Anthropos into the galactic limbs where it can emerge and evolve experimentally in many worlds4. Fascinated by the possibilities of the human experiment, and compelled by a desire to be involved in it, the Aeon Sophia plunges from the galactic center 5. Sophia's solitary and anomalous act ("the fall of the wisdom goddess") sets off a bizarre side-effect on elementary matter in the galactic limbs, producing the Archons, an inorganic species with a hive mentality that proceeds to construct a planetary system under the direction

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of a reptilian overlord, Ialdabaoth6. As the densification of Sophia's energies assumes a globular, planet-like form, eventually to become the earth, a newborn sun (the Mother Star) emerges from a nebular cloud in the spiral arms and churns the chaos of the proto-planetary disk into a system of centralized orbits. The terrestrial globe becomes captured in this system of celestial mechanics. The Mother Star affects a "structural coupling" with the unique planet arising from Sophia's metamorphosis of Sophia, so that the two bodies, sun and earth, will be symbiotic 7. Sophia, originally a mass-free current of living luminosity, gradually solidifies into the earth, morphing into the elements of terrestrial habitat. In a final definitive condensation of Sophia's energies, the terrestrial globe secretes the moon like a massive pearl, thus completing the three-body system, earth-sun-moon with special properties distinct from the rest of the solar system8. Observing that Sophia cannot manage the prodigious explosion of biological diversity she produces, the divinities of the galactic center send the Aeon Christos to configure and coordinate the instinctual life-plans of her progeny. This is the Christic intercession. 9. With the full metamorphosis of Sophia into Gaia, the living earth, humanity emerges as a unique part of her experiment but without knowing how it is so. Thus, the "mistake" of overriding cosmic boundaries leaves Sophia in a dilemma regarding how to achieve her "correction," that is, the coordination or harmonization of her experiment in the galactic limbs with its origin in the galactic center

Consider some of what the FGS shows us and tells us:

# The living fractal beauty of the Aeons, the gods dancing in the galactic core# The generosity of the Originator, the Prime Aeon, who offers undefined singularities to be developed by the generating Aeons—a perfect compromise of monistic and polytheistic



elements# The emergence of humanity as a singularity in the galactic core, an upsurge of the Originator# The encoding of the singularity into the human genome (Anthropos)# The origin of the human species as an imaginative project of divine intelligence # The empathy of a divine being for the human experiment, leading to the fall of the wisdom goddess# The nature of the Aeonic endowment of Nous, divine intelligence# The origin of an alien species or cyborg-type inorganic race, the Archons, due to the impact of the fallen Aeon on elementary matter in the galactic arms# The embryonic and reptilian (drakonic) forms of the Archons # The delusional god-complex of the head Archon, Ialdabaoth# The nature of plane, "error, going astray," distinguished from evil# The mindset, tactics, and motives of the Archons, including their hallmark of simulation (HAL) # The insanity of the lord archon, Ialdabaoth, who wishes to convince humankind that he is the sole and supreme creator # The failed attempt of the Archons to "rape Eve" (genetic intervention?) # The Sophianic endowment of "luminous epinoia," imagination, to enable mankind to resist the Archons and participate in her designs# The structural coupling of earth and sun that allows life on earth to thrive even though the solar heat would render the planet

uninhabitable, # The spontaneous organization of Gaian life-plans after extinction, without the need to re-evolve any species (Cambrian explosion, related to the Christic intercession?)# The Mesotes or intermediary, an intra-psychic phantom providing to humanity a way to see itself as a species and recognize its exceptional but not superior status among animals





# SECTION HATE



## *Cosmo Sex Tips* *Cara Jacoponi*

1) Do you enjoy both penises and canned pineapple? Well, this steamy tip is perfect for you! Open up a can of pineapple rings. While your special honey is expecting some steamy action, seductively slip a pineapple ring around their and/or your penis(es). Why stop at one? Stack as many as you can fit and tug the pineapple rings up and down while giving a handjob. Make sure to make a smoothie out of the rings after you're done.

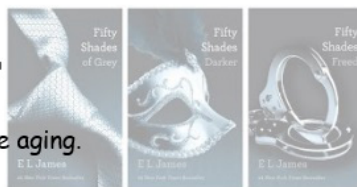
2) To boost confidence in the bedroom, drive to Bed, Bath, and Beyond while wearing only a shirt that says "Are you American or American't?". Pick up some 102,354,100^10 thread count sheets. Surprise and arouse your lover by calling them while getting arrested for public indecency.

3) A real, sensuous and confident lover always practices safe sex. Keep condoms, gloves, or dental dams handy wherever you go. Put some in plastic bags and bury them outside your office, throw some into the gutters of your house, or freeze some cryogenically so they don't expire. Make sure to thaw them first! I did that once... and, ouch! Keep some in the exhaust pipes of you and your lover's cars for safe sex on the go!

4) If you and your sweetie are feeling kinky, buy a fire pit. Take your Fifty Shades books and throw them in with some gasoline and soothing incense. Then, while making love by the soft glow of burning books, lick marshmallows and chocolate off of your partner. If you are feeling extra kinky and want to push your limits, put graham crackers over their nips. This is called "Smore play". It's very popular on the West Coast.

5) Science proves that listening to dubstep allows neurons to fire twice as fast! When you listen to dubstep during sex, your mirror neurons actually synch your alpha waves with the electrical field around your lover's genitals. This induces so many orgasms!

6) Worried about those stretch marks? While doing it, spontaneously start singing "Forever Young". It will both turn you on and homeopathically reverse aging.



# *Continued from last time*

assault, they seem worthy of attention. One student wrote, “Hampshire prides itself on being sensitive to sexual harassment yet those issues seem to only get attention in the extreme (if you file a Title IX, otherwise issues aren’t taken seriously). There need to be other ways of dealing with sexual harassment without putting the victim through intense questioning.” Another simply listed “rape culture” as a priority.

**Trustees** prioritized the “differentiation of the College” and “ensuring that the College continues to provide an insightful and enabling educational model” most often. The creation of a “clear definition of [the College’s] mission” is closely tied to the “ability to communicate this to the world” and thus “expand the high quality applicant pool so we can improve selectivity, and eventually retention.” The improvement of “the public image of the College” and the “admissions/enrollment profile” is also related to the academic quality of Hampshire: several trustees noted the need to “assess the the educational practices of the College so that we are truly progressive and innovative in our endeavors.” A few wrote that they should offer more classes and assure programs have enough faculty.

Additional priorities listed included:

- ▶ Address financial concerns, including the need for a “sustainable business plan” and “securing endowment money,” as well as lowering tuition cost, increasing financial aid, and, in turn, “making Hampshire more affordable.”
- ▶ Improve facilities, including housing, a student center, athletic facilities, performance spaces, and general deferred maintenance.
- ▶ Increase diversity and inclusiveness. One stated, “Create a less hostile and more inclusive environment in the classroom and overall community.”
- ▶ A very small number of trustees specifically noted that Hampshire Halloween should not continue to exist as it has in the past. “Hampshire students should know that you can have an amazing time without spending all of that money and it would probably lead to a safer celebration which requires less security which will also help the budget go down.”

# *Submitted by Ethan Warshaw*

Keeling & Associates

**Question 2.** *Are there other important topics, concerns, or issues that you feel must also be addressed somehow in the planning process? If so, please list as many as three.*

**Faculty** listed several additional topics that often overlapped with the priorities they listed in response to Question 1. The most commonly listed items included specific faculty concerns, such as the demanding (and untenable, according to many) faculty workload, increasing new hires and retention of faculty, and increasing resources for faculty work (“project/research/artistic activities”) and salaries. One noted the need for “devising a less labor-intensive academic program (without sacrificing narrative evaluations),” and another agreed that there is a need for “simplifying the bureaucracy of the academic plan” to reduce faculty workload. A few also wrote of the need to maintain the faculty:student ratio, “at a level conducive to Hampshire’s pedagogy.” One also asked for an “evolution of faculty hiring practices to recognize and grow cross-school academic programs.” A small few noted the need to keep science “faculty current.” Others shared concerns about high turnover because of “low salary and benefits, lack of support and guidance, and the administration’s inability to lead.” One asked for a “process for eliminating weak faculty and staff.” Some faculty specifically listed budgetary issues, though most often in relation to resources for faculty. A small number noted the high levels of bureaucracy and difficulties with the administration and governance.

Additionally, faculty listed the following topics to address:

- ▶ The condition of facilities, deferred maintenance, and building of additional, much needed spaces must be addressed in the planning process. As in the responses to the previous question, faculty listed buildings that are in disrepair (dormitories, the library, and the Science building, for example), but also the general lack of office space, classroom space, meeting space and gathering space for students (“creating a student center”). Some noted that they hoped to make “the campus more environmentally friendly.”
- ▶ The image and visibility of the College, and, consequently, applicant and admissions pools of students. One noted the need to “enhance the college’s visibility. We need more and better PR both to attract better students and improve our image in academia,” though a very small number noted the need to maintain “our uniqueness.”

- ▶ A need to strengthen and update the academic programs and curricula of Hampshire. One noted their desire for Hampshire to specifically rethink Division I, stating that “students don’t get an opportunity to immerse themselves in their interests.” Others wrote of wanting to increase interdisciplinarity and support for collaboration. A few specifically wrote of the need for increased support and investment in the sciences, which are “completely disregarded” “because they do not fit in with the dominant narratives of film and social justice/activism, but they are areas of incredible strength and innovation and present ways of growing our applicant pool.”
- ▶ “The economic and social diversity of the student body.” Some others noted the need for a more inclusive campus community—with respect to race, gender and politics—and as one stated, “Try to keep Hampshire's tradition of political activism without making the campus increasingly narrow.” Another agreed, “Create a campus welcoming of all opinions and open to constructive dialogue.” Another added, “Find a way to encourage a “team spirit” that increases collaboration (among student, staff, and faculty) across schools that strengthens Hampshire.”
- ▶ A very small number noted the need for greater support services for students, academic and otherwise.

**Faculty-Staff Associates** focused on deferred maintenance, fundraising and financial aid, support services for students (i.e., mental health services, smoking cessation, substance abuse and academic supports in areas like writing), diversity, and faculty workload.

**Staff** reiterated many of the same issues indicated by faculty. One of the few ideas unique to staff included the concern that Hampshire needs to attend to issues with communication within and across departments, and between staff and the administration (“how we communicate, both internally and externally”). Staff noted there is little sense of community (“among programs, staff, faculty, students it is too siloed right now”), nor is there a “culture of respect in all areas,” and there are concerns about “transparent and participatory decision making.” One noted issues with “morale” on campus. A staff member agreed that “the process for decision making—it is currently too top heavy without being properly informed,” and another stated, “allow those in the department to have more say about how their department is run.” A few others requested “supervisor training to ensure compliance, better interactions with staff.”

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Additional staff concerns included:

- ▶ Deferred maintenance and facilities, and specifically the need to move all of the offices related to student support services on to campus and co-locate those which work together often. Several specifically listed a student center, housing, and environmental initiatives.
- ▶ Financial concerns, including financial sustainability of the College, the need for new revenue streams, increasing the endowment, decreasing tuition/increasing aid, increasing funding for out-of-the-classroom experiences for students, and, most commonly, increasing salaries for both faculty and staff. One stated, “Examine the staff retention rate in the last five years. Talented people leave because of poor pay and overwork.” Though another wrote that there is a need to examine issues of not enough turnover among faculty and staff, because those who have been at Hampshire a long time are “limiting creative change.” Some staff also wrote about staff workload and faculty workload (and the need for more faculty and more diverse faculty).
- ▶ The reputation and identity of Hampshire and current admissions practices. Staff were notably more blunt about their unhappiness with current admissions policies and practices than other groups. Staff stated the following: “Current metrics employed by admissions to admit students neither predict nor correlate with who does well here”; “declining standards for enrollment is a lethal short term solution for financial problems”; “Right now we are in a reactive mode, often buying students in order to get the numbers we need”; and, “Are we really helping ourselves by becoming another fast-app school?” Staff would like to see the development of “a sustainable enrollment plan, bolstered by high selectivity and retention rates.” To this end, several staff noted there is a need to do a better job at marketing Hampshire to prospective students. One stated, “Identify and promote Hampshire’s contributions to educating students for the present and future,” because, as one stated, “Hampshire’s reputation needs improvement.”
- ▶ The need to “stay true to our mission,” but “strengthen, sustain, and highlight programs that already exist on campus which are integral to Hampshire’s mission. While new ideas are important, we can’t let our current programs suffer at the expense of “sexy” new programs.” A small few suggested new or enhanced academic programs (i.e.

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